

Solidarity

FAMILY PICNIC

Sponsored by Upper Valley Solidarity Coalition

SEPTEMBER 25, 1983 --- 1:00 to 5:00 p.m.

AG-REC CENTRE AT CHILLIWACK FAIRGROUNDS

Tickets available from:

Cheryl Dahl, Local 302

Kevin Busswood, Local 313

Carol Hardy, Local 433

Admission Free

Speakers

Children's Activities

Live Music

\$5.00 for chicken

barbecue (½ price for

seniors, disabled,

unemployed, welfare

recipients)

SHARE A DAY WITH PEOPLE
WHO CARE

FSA PRESIDENT'S REPORT

We live in interesting times! Subsequent to the budget and legislative package presented by the Social Credit Government on July 7, CIEA, along with many other community and labour groups, came together with the BC Federation of Labour to create the Solidarity Coalition. This Coalition is committed to the withdrawal of legislation which is ill-considered and which does little to address the problem of economic recovery for BC.

Calling the legislation "ill-considered" is too kind. If passed, the legislation will begin to dismantle some of the basic social, educational, and legal structures which are essential to the health and welfare of BC families, and which allow us some modicum of control over our working environments and conditions. It is not exaggeration to suggest that the centralization of power inherent in the legislative package returns us to the days before "Iron Heel" Bennett (the prime minister, not the premier), fearing the wrath of the unemployed and other organized opposition, grudgingly began to erect the welfare state on which we now depend.

The magnitude of the attack on human rights, working conditions, labour organizing, and social services reminds us that Canadian people have had to work very hard for many years to build a society with humanitarian ideals and a standard of human rights paralleled by few other countries in the world. We are thus required to remember that "solidarity" was the foundation on which Canadians built the social movements which pressured governments to gradually and grudgingly concede programs addressing human/social concerns. "Solidarity" was the rallying cry in the 1930's; behind this concept was arrayed a wide range of interest groups - feminists, workers, unemployed, ethnic minorities, farmers, educators, social workers, etc., became involved in creating the climate of opposition that was necessary to get Canada's problems addressed by the government of the day. It is appropriate that we again use the concept of solidarity in opposition to a contemporary government. The same broad coalition of interests is being assembled to change the "mind" of those in power. Solidarity is one of the symbols of the continuing need for human concerns to be injected into the "business" of governing.

The need to create the Solidarity Coalition has necessitated some extra-ordinary steps this year. Specifically, we have joined with many other groups in the Upper Valley Solidarity Coalition to put on a picnic - Sept. 25 at the Chilliwack AG-REC CENTRE, 1 to 5 p.m. Many of you regret that this picnic has replaced the FVC "Company" Picnic. Some of you are also concerned that the Solidarity picnic might exclude management of the College from attending. We are faced with severe problems demanding that we draw on the solidarity among and within a variety of groups. The picnic is both a statement to Valley communities and an opportunity to show support to those who are laid off or who are otherwise affected by the legislation (those on social assistance, victims of discrimination, middle managers, etc.). I have explained to management that we are drawing on our strength at FVC to extend support to others. I would hope that management personnel will come to the picnic and join with us in a day which celebrates intelligent opposition to unintelligent laws.

It is precisely the strength of the College which allows us to depart from tradition for this year. We have built, over the past decade, a community of interest which allows faculty, staff, students, and management to pursue a number of common goals relating to the delivery of quality education in the Fraser Valley. This community of interest is part of the strength we must muster in struggling to preserve the integrity of our institution and the other institutions which deliver services to our communities.

Come Christmas we will join in a more traditional College celebration. For the time being, we will continue to help tell the story of this legislation to the public in the hope that growing public opposition will convince the government to withdraw or at least amend the legislation before the House. Watch the local media - we will occasionally exhort you to write letters and participate in the information campaign.

Let me add as a footnote that the normal business of the FSA continues. This newsletter will re-acquaint you with some of our on-going concerns, and with the people to contact should you require information and help on any matter. The FSA office is in A339, Abbotsford campus. Please drop by or catch me on Tuesdays in Chilliwack. Watch for a general meeting in October.

Kevin Busswood, President, FSA

PAST-PRESIDENT'S REPORT

Welcome back to the zoo! I don't know about you, but I find it good to be back at the regular term grind. Just a random comment before I get on with this report. During the Solidarity rally in Victoria this summer one of the CIEA slogans was "It's hard to teach on your knees!" I agree. I didn't expect to find out so soon, but if you've taught in the new building you already know what I mean. The blackboards are all too close to the floor for anyone above average height! I don't really want my students to see me as extremely pious - or tired - nor do I want to give up on the lower half of the boards. Enough already!

A quick reminder about the Joint Labour/Management Committee. Your FSA reps are Mary Saunders and Doug McDowell. The committee is there for the purpose of discussing almost anything related to College labour relations as long as it is not something being handled in negotiations. The committee has almost unlimited terms of reference. If you have any issues which do not seem to be appropriate for your shop steward or for any negotiations, send them to one of your L/M reps.

Some CIEA comments: During the summer CIEA held its second annual labour school. Georgina Marshall attended the level 1 grievance course. George McGuire attended the level 1 negotiations course, and Doug McDowell attended the level 2 arbitration course. If time permits, there will be more information in future newsletters.

Since its inception in 1980, CIEA has slowly been pushed into becoming more active in a provincial sense. As a result of pressures on each individual faculty union, CIEA has developed a more effective negotiations and grievance/arbitration network as well as a series of provincial policies which have been approved by meetings of the Presidents' Council (the members are the presidents of member associations of CIEA). The direction of these policies has been to develop consistent and mutually supportive attitudes between each association. Because of all the activity around here last year these CIEA policies did not receive much attention. In the next few months I will write a series of short articles on these policies. I hope they lead to useful discussion and eventual adoption of them by the FSA. The question of provincial union models is being actively considered again. CIEA expects to develop a paper outlining the major alternatives and models for discussion at each association and eventual presentation at the next CIEA AGM.

Perhaps one of the clearest examples of how faculty attitudes have changed is the 94% of Kwantlen instructors who respected the picket lines at their college during the first week of classes. Obviously the management was counting on the faculty crossing the picket line and breaking the strike. This did not happen, and the strike was successful. The most important gain was the letter written by college management and board to the striking union. According to news reports, the letter was similar to one written earlier, and voluntarily, to the Douglas unions by the Douglas board and management. The letter is reported to be a promise to adhere to the existing contract clauses even if Bill 3 is passed. I'd like to think we would receive the same treatment here.

That's enough for now.

Doug McDowell, Past-President, FSA

REPORT ON THE CONTRACT

The purpose of this article is to explain what has been done and what will be attempted in the upcoming year with regard to the contract.

First, what has and is being done. Georgina Marshall, Doug McDowell, and George McGuire attended a CIEA conference in Victoria at the end of August. Many helpful suggestions were made about how to handle negotiations. There was much talk about the government's restraint bill and its possible effects on the upcoming negotiations. The contract committee is in the process of being formed. Initial meetings are scheduled for Abbotsford and Chilliwack. All union members should have received invitations to sit on the contract committee and to attend these meetings. Once this committee is formed, the membership will be notified of its composition and its meeting dates so additional input may be presented by any union member.

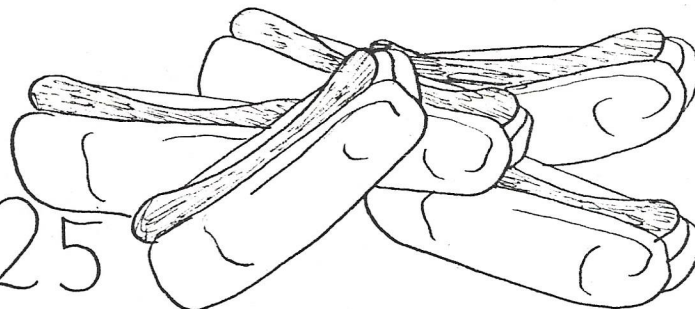
Second, I would like to take this opportunity to explain a little of my philosophy about how negotiations will be handled this year. An attempt will be made to be a little more open about the workings of the contract committee this year. The membership will receive bulletins, hopefully weekly or bi-weekly, about what has or is being done. Once negotiations start, the membership will receive summaries of the negotiating meetings. These bulletins will try to keep the membership informed of the state of negotiations. The membership is encouraged to express their concerns about the state of negotiations to any member of the contract committee at any time during the year.

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In closing, I would like to predict that although the upcoming negotiations are bound to be trying, the membership should not be too prematurely pessimistic. As you go about your jobs at the start of the new semester, be of good cheer. It is not yet the time to say "abandon all hope, ye who enter these hallowed halls of learning."

George McGuire, Chair, Contract Committee

REMEMBER THE
SOLIDARITY
PICNIC - SEPT. 25



GRIEVANCE REPORT*

Historically, labour arbitration comprising the arbitration of interest, rights, or grievance disputes between union and management did not begin to become established process until the late 1930's.

Work stoppage, which was one means used by workers to attempt settlement of disputes, was prohibited during the Second World War because the labour of workers was vital to the war effort. This gave rise to the enactment in 1948 of legislation which provides the framework for rights arbitration. Part IV, Section 93, of the B.C. Labour Code ensures that every collective agreement shall contain a provision that requires "the employer have a just and reasonable cause for the dismissal or discipline of an employee," and a provision "for final and conclusive settlement without stoppage of work, by arbitration or such other method as may be agreed to by the parties," that is, the grievance procedure.

The grievance procedure is the heart of the collective agreement, providing the means through which both employer and employee can settle "any dispute or controversy . . . in respect to any matter involving the interpretation, application or administration of any provision . . . " (Article 7).

Management protects its interests and it is the role of a union to defend and protect employees from a management that has all the power just because it is management. The position of shop steward is a key element in the protection of employee rights. A steward is the main two-way communication link between the employees and the employer, and between the union executive and membership.

The election of shop stewards will soon be completed and the Grievance Committee will participate in a training workshop. Tom Beardsley of CIEA will conduct a one-day workshop to instruct us in handling grievances, interpretation of the Collective Agreement, and how the grievance procedure may be affected by the infamous provincial bills. Included on the agenda will be discussion of the responsibilities of stewards and participation in mock grievances to give us experiential knowledge.

*Background information is drawn from Capilano College Labour Studies Program and the CIEA Labour School.

Georgina Marshall, Chair, Grievance Committee

EXCERPTS FROM "COMMITTEE ON DISTANCE EDUCATION: FINAL REPORT"

The Committee on Distance Education (CODE) was charged with determining the impact of distance education strategies on traditional classroom instruction. The committee was also to ascertain and recommend strategy for CIEA to pursue with regard to OLI and KNOW,

the two institutions with distance education mandates . . .

It seems reasonable to suggest that if the classroom dynamic is missing, then it is unlikely that the benefits of that dynamic will be achieved. Given that distance education, with some few exceptions, lacks the classroom dynamic, it seems reasonable to conclude that students should not complete their education solely within distance education institutions. Some exposure to the interactive context of educational institutions is essential. This leads us to the assertion that distance education can be an adjunct to traditional education; it is not an alternative to it. Distance education should be available to students who are unable to attend classes. Distance education courses are a proper way to upgrade skills or information levels. Distance education should not, however, be seen as a method of acquiring a complete post-secondary education.

If we accept that distance education is a tool to be used within the context of traditional education and not as an alternative to traditional education, then it seems reasonable to enquire whether OLI and KNOW see distance education in the same way. Certainly OLI and KNOW personnel who provide the public face of these institutions seem to agree that distance education should complement traditional delivery methods, not compete with them. Despite the fact that a majority of consumers take distance education courses by choice rather than necessity, personnel within OLI and KNOW seem disposed toward cooperation with colleges and institutes, although such cooperation has not really been explored to this point . . .

The political decision to establish distance education institutions as separate from community colleges and institutes leaves open the possibility that another political decision might be made to restrict some aspects of the comprehensive community colleges, to withdraw courses or programs arguing that these courses or programs can be adequately delivered by OLI and KNOW. Such a decision by the provincial government does not seem far-fetched when one looks at the five-year planning documents and at the record of this government vis-a-vis community control over education. The tendencies toward centralization, the lack of concern with "liberal arts and science," the preoccupation with providing a limited, occupationally-oriented education - these are all well established on the provincial scene. It is not simply paranoia that leads us to fear for the future of the comprehensive community college . . .

Apart from political questions, there are other practical concerns to be addressed. The existing good will within OLI and KNOW should, we think, be used constructively. Why not see if a collaborative model can be achieved in part? Some of the ideas now surfacing which involve instructors delivering both classroom instruction and tutorial support for OLI are worth pursuing inasmuch as they hold out some hope for salvaging low enrolment college courses. Also, distance education tends to attract specialists who have little or no commitment to traditional classroom instruction. Should we abandon distance education to the specialists? Would it not be better, both for us and for our students, if distance education practitioners had a sense of the limitations of distance education as well as its benefits?

. . . We recommend the following: First, CODE should continue, and should explore with OLI and KNOW and the colleges some of the ways in which we can work together. Second, members of CIEA should recommend to their faculty that when distance education courses are being designed and delivered, faculty should endeavour wherever possible to ensure that courses are articulated within the normal process. Third, where distance education courses are being sponsored or offered by colleges, faculty associations should endeavour to include distance education faculty under the collective agreement. Finally, faculty members who take on distance education responsibilities, whether in the design, writing, or delivery phases, should attempt to have such work included in their regular workload. This will help legitimize our participation in distance education, and will help ensure that all instructional and related duties are properly remunerated.

The Committee wishes to emphasize that our recommendations flow from a desire to make the best of a bad situation. Both ignoring distance education and embracing distance education involve risks. At the present time, it seems to us that the best interests of college and institute faculty are served by a careful collaboration with OLI and KNOW. We offer these recommendations for discussion.

Kevin Busswood, Daye Knapton, Jim Bizzochi

REPORT FROM THE CIEA CONVENTION

I went first to an interesting and useful session in which John Cook, Trustee of the College Pension Plan and other public plans, discussed changes and problems. The Act of 1981 saw the change in indexing funding, but so far all indexing has met the CPI and it seems unlikely that the College plan will be unable to meet full indexing. 1980 also saw a change in investment policies which enabled the fund to diversify its holdings and earn better returns. The trustee believes that the fund should pay a more commercial rate on monies held so that those who must draw out money are not victims of the present 4% rate.

In 1981 the Actuarial Report, which is very conservative, covering the period 1976-81 suggested contributions need to be increased. An increase of 2½% shared between employer and employee would reduce the unfunded liability. However, the discussion indicated that many people doubted whether there was a problem. Certainly no increased contributions will be requested at the moment.

BC is working on interprovincial reciprocity, and is close to signing an agreement with Ontario. However, this is a difficult issue for BC, which gets three people for every one who leaves.

Really interesting discussion (both public and private) revealed that it is wise to check with the Department before going on leave so you make the most favourable pension arrangements. (If you are on disability leave, for instance, and are near retirement, it does NOT pay to come back to work.) Leaves approved by the employer are not necessarily approved by the pension plan. The Trustee says the pension plan is not involved in the funding of early retirements and that the pension regulations still penalize people for this. He believes more flexibility, early retirement, phased retirement, and changes to mandatory retirement are "the waves of the future" and will have to be considered. However, the current economic problems are limiting progress. Concern was expressed about the rise in administration cost. This apparently includes money paid to Finance for Investment Advice - as current investment is confined to the Long-Term Bond Market and investment flexibility will not be available for 4 or 5 years, it is difficult to see why expert financial advice is needed. The Trustee also admitted that the static nature of education is a grave concern. For a pension plan to work properly, age groups need to be diverse.

* * *

Canadian Student Union members appeared and expressed concerns much like our own - restriction of opportunity, lack of bursaries, lack of places, lack of accessibility for those in lower income brackets, for women, and for those outside the Lower Mainland. It was stressed that BC - with the second-lowest participation rate in post-secondary education - should not be cutting back. Accessibility tends to be defined by the Ministry as KNOW and OLI. Interesting points made were that the college districts of Northwest and East Kootenay had the lowest participation rates. It was suggested participation rates and the date of the college's founding might well be related.

The guest speaker, head of the the Combined Education Union in Oregon, said that as management has no commitment to the welfare of the workers, protection is needed. When centralization takes place on one side (as in our five-year plan), it needs to take place on the other. However, he stressed the strength of the Oregon education system's link to the local community. All board members are elected. All budgets go to community referendum. Teachers knock on doors to explain the Budget and get it passed. Accountability is directly to the community. (In BC, accountability is defined as reporting to the bureaucracy.) Ted Romoser stressed the significance of direct connection. People hate bureaucratic systems and, in becoming identified with big government, education loses their support. People like their own school; they know - and generally respect - the person who teaches their child. Later respondents pointed out that the Canadian political system was much less a "direct participation model."

However, increasingly in later sessions and in table talk, it became evident that centralization had taken and is taking place; that the bureaucracy's definition of accountability has nothing to do with the user/taxpayer; and that all colleges are suffering.

What we are looking at is not rationalizing the system or making economies. We are looking at social engineering by a group in Victoria who will make available only what the government believes is good for us. This is not a well-chosen course; the research on which decisions are based was questioned in very basic ways. An enormous amount of data was gathered, but it was perfunctorily analyzed and the decisions made cannot logically be based upon, or defended by, the research.

"Colleges and Institutes Under Attack" was the subtitle of the Convention, and it became increasingly clear that the attack is real. It is not the invention of a few paranoid faculty unions.

Jocelyn Creigh

LIST OF FSA EXECUTIVE FOR 1983-84

		Local
President	Kevin Busswood	313
Past President	Doug McDowell	296
Vice-President, Staff	Dorine Garibay	276
Vice-President, Faculty	Dona Coates	304
Recording Secretary	Anne Knowlan	277/472
Corresponding Secretary	currently vacant	
Treasurer	Lorna Rockwell	253
Professional Development Chair	Judy Inouye	268
Job Classification Audit Committee Rep	Eva Korelus	278
Contract Committee Chair	George McGuire	326
Agreements Committee Rep	Ron Coreau	263 or 826-9544
Communication Chair	Kathie Rusk	303/228
Grievance Chair	Georgina Marshall	232
Labour/Management Committee Reps	Mary Saunders	308
	Doug McDowell	296

